



EARNINGS AND HOURS OF EMPLOYEES, DISTRIBUTION AND COMPOSITION, MAY 1977 (PRELIMINARY)

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MAIN FEATURES

In May 1977 median weekly earnings for male employees were estimated to be \$188.30. That is to say, half of all male employees had earnings below that figure and half above it. Median weekly earnings for female employees were \$141.30.

For full-time adult non-managerial employees —

Average weekly earnings for males were \$200.40 (\$183.20 ordinary time earnings and \$17.30 overtime earnings), an increase of 11.0 per cent since May 1976.

Average weekly earnings for females were \$162.70 (\$159.50 ordinary time earnings and \$3.10 overtime earnings), an increase of 13.2 per cent since May 1976.

Average hours paid for were: for males, 41.1 including 2.4 hours overtime, and for females, 38.2 including 0.5 hours overtime.

EXPLANATORY NOTES

Introduction

This statement contains preliminary results of a sample survey conducted in respect of the pay-period which included 23 May 1977. The survey was designed to provide statistics of the distribution of employees according to weekly earnings and hours, and the composition of weekly earnings and hours for various categories of employees and for the principal occupations.

2. Further statistics obtained from the survey will be published progressively as they become available. Similar surveys have been conducted in May each year since 1974.

3. Because of differences in sample design the results of the surveys are not directly comparable with those of other surveys and series such as the October surveys *Earnings and Hours of Employees* (Catalogue

No. 6304.0, previously Ref. No. 6.40), and the quarterly series of *Average Weekly Earnings* (Catalogue No. 6302.0, previously Ref. No. 6.18). In the October surveys adults include persons under 21 years of age who are paid at adult rates; in the May surveys such persons are included with others under 21 years of age.

Scope of survey

4. All wage and salary earners were represented except —

members of the defence forces,
employees in agriculture,
employees in private households employing staff,
waterside workers employed on a casual basis,
persons employed by private employers (other than hospitals) not subject to payroll tax,
employees on workers compensation.

At the time of the selection of the sample, payroll tax was payable by employers in the States paying more than \$800 a week in wages and salaries and in the Territories more than \$400 a week. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

Coverage

5. The survey covered all Australian and State Government departments and authorities and stratified random samples of local government authorities, hospitals and private employers subject to payroll tax.

Survey design

6. The majority of employers selected were requested to supply relevant details, on separate questionnaires, for only a sample of their employees. Individual employees were randomly selected by employers in accordance with instructions supplied by the Bureau. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

Definitions

7. *Specified pay-period* is the pay-period which included 23 May 1977. In general, where an establishment was closed down for part or the whole of that pay-period or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply survey particulars for the previous normal pay-period.

8. *Employees* comprise male and female wage and salary earners (as defined in paragraph 4) who received pay for the specified pay-period.

9. *Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work (see paragraph 11) for that pay-period were at least 30 hours. Included are full-time employees on short time, full-time employees who began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays. Some employees (e.g. aircrews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.

10. For private employees, *non-managerial employees* were defined to include foremen or supervisory employees, leading hands, apprentices, trainees or cadets, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who, for the private sector, were not further defined. For government employees, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

11. *Standard (or rostered) weekly hours* refers to the number of hours constituting a full week's work for the specified pay-period.

12. *Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* (see paragraph 13) and *overtime hours*, which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.

13. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours, and that part of paid annual leave, paid sick leave and long-service leave taken during the specified pay-period.

14. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined in paragraph 15. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodical bonuses, etc. are excluded.

15. *Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours, as defined in paragraph 13. It comprises award or agreed base rates of pay for ordinary time hours paid for, including all allowances (other than overtime) specified in the award, etc.; payment by measured result, i.e. payment by piecework, task bonus, commission, etc.; and other earnings, i.e. attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

16. *Median earnings* is the amount which divides the distribution into two equal groups, one having earnings above the median and the other having earnings below it. Medians were calculated from grouped data, linear interpolation being used within the class interval in which the median fell.

17. *Mean (or average) earnings* is the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.

Reliability of the estimates

18. Since the estimates in this statement are based on a sample, they may differ from the figures that would have been obtained from a complete census using the same questionnaire and procedures. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers and employees was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employees had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

19. The figures in Table A below provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Tables 1 to 3. An example of the use of Table A is as follows: if the estimate for Australia obtained from the sample is 30,000 the standard error is 2,100 (7 per cent); i.e. there are about two chances in

three that the true figure is within the range 28,900 to 32,100 and about nineteen chances in twenty that this figure is between 26,800 and 34,200.

20. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings and hours). An example of the use of this table is as follows: Table 6 in this statement indicates that average overtime earnings of full-time male non-managerial employees, aged 21 years and over (Australia) were \$17.30. Table B below shows the approximate standard error for this estimate to be 2.5 per cent (i.e. about 40 cents). There are about two chances in three that the true figure is within the range \$16.90 to \$17.70 and about nineteen chances in twenty that this figure is between \$16.50 and \$18.10.

21. The percentage standard errors in Table B relate only to estimates for Australia. Estimates for the States and Territories have higher standard errors, those for New South Wales and Victoria being about 1.5 times and those for the small States about 3 to 5 times as great

as those for Australia.

22. The smaller the estimate the higher is the relative standard error. Estimates with a standard error greater than 15 per cent have not been published, except those relating to overtime earnings and hours. For these categories all estimates with a standard error less than 20 per cent have been published; estimates with standard errors 20 per cent but not greater than 30 per cent have also been published if the standard errors are not greater than \$1.00 or 0.5 hours respectively.

23. The standard errors for average weekly hours paid for are generally much lower than the corresponding figures shown in Table B for average weekly earnings.

NOTE. Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and sums of components in tables are due to rounding.

R. J. CAMERON
Australian Statistician

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA

| Standard error | Size of estimate (persons) | | | | | | |
|----------------|----------------------------|--------|--------|--------|--------|--------|---------|
| | 5,000 | 10,000 | 20,000 | 30,000 | 40,000 | 60,000 | 100,000 |
| Number | 800 | 1,200 | 1,800 | 2,100 | 2,400 | 3,000 | 4,000 |
| Per cent | 16 | 12 | 9 | 7 | 6 | 5 | 4 |

TABLE B. APPROXIMATE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA (per cent)

| | Aged 21 years and over | | | Aged under 21 years | | |
|--------------------|------------------------|-------------------|----------------------|---------------------|-------------------|----------------------|
| | Manufacturing | Non-manufacturing | Total all industries | Manufacturing | Non-manufacturing | Total all industries |
| Males - Overtime | 3.1 | 3.4 | 2.5 | 9.3 | 10.8 | 7.4 |
| Ordinary time | 0.4 | 0.7 | 0.5 | 1.2 | 0.9 | 0.7 |
| Total | 0.6 | 0.6 | 0.5 | 1.5 | 1.1 | 0.9 |
| Females - Overtime | 6.2 | 8.2 | 5.9 | 16.4 | 8.0 | 7.2 |
| Ordinary time | 0.6 | 1.3 | 1.2 | 1.4 | 0.8 | 0.7 |
| Total | 0.6 | 1.2 | 1.1 | 1.5 | 0.8 | 0.7 |

TABLE 1. ALL EMPLOYEES (a) : WEEKLY EARNINGS, AUSTRALIA, MAY 1977 (b)

| | Males | | | Females | | | Persons | | |
|------------------------|------------------|----------------------|------------------------------------|------------------|----------------------|------------------------------------|------------------|----------------------|------------------------------------|
| | Number ('000) | Per cent of total | Cumulative per cent of total | Number ('000) | Per cent of total | Cumulative per cent of total | Number ('000) | Per cent of total | Cumulative per cent of total |
| Weekly earnings (\$) — | | | | | | | | | |
| Under 10 | (c)20.4 | 0.7 | 0.7 | 10.4 | 0.7 | 0.7 | 15.2 | 0.3 | 0.3 |
| 10 and under 20 | | | | 21.6 | 1.5 | 2.2 | 37.2 | 0.9 | 1.2 |
| 20 " " 30 | 20.8 | 0.7 | 1.4 | 25.3 | 1.7 | 3.9 | 46.1 | 1.1 | 2.3 |
| 30 " " 40 | 16.2 | 0.6 | 2.0 | 27.4 | 1.9 | 5.7 | 43.7 | 1.0 | 3.3 |
| 40 " " 50 | 12.9 | 0.5 | 2.4 | 25.9 | 1.8 | 7.5 | 38.8 | 0.9 | 4.2 |
| 50 " " 60 | 19.9 | 0.7 | 3.1 | 30.0 | 2.0 | 9.5 | 49.9 | 1.1 | 5.3 |
| 60 " " 70 | 30.5 | 1.1 | 4.2 | 40.9 | 2.8 | 12.3 | 71.4 | 1.6 | 6.9 |
| 70 " " 80 | 30.8 | 1.1 | 5.3 | 49.5 | 3.4 | 15.7 | 80.3 | 1.8 | 8.8 |
| 80 " " 90 | 35.8 | 1.2 | 6.5 | 59.5 | 4.0 | 19.7 | 95.4 | 2.2 | 11.0 |
| 90 " " 100 | 31.2 | 1.1 | 7.6 | 60.9 | 4.1 | 23.9 | 92.1 | 2.1 | 13.1 |
| 100 " " 110 | 35.3 | 1.2 | 8.8 | 56.3 | 3.8 | 27.7 | 91.6 | 2.1 | 15.2 |
| 110 " " 120 | 39.7 | 1.4 | 10.2 | 72.8 | 4.9 | 32.6 | 112.5 | 2.6 | 17.8 |
| 120 " " 130 | 62.7 | 2.2 | 12.4 | 107.1 | 7.3 | 39.9 | 169.8 | 3.9 | 21.7 |
| 130 " " 140 | 116.7 | 4.1 | 16.4 | 127.7 | 8.7 | 48.6 | 244.4 | 5.6 | 27.3 |
| 140 " " 150 | 171.6 | 6.0 | 22.4 | 158.8 | 10.8 | 59.3 | 330.4 | 7.6 | 34.9 |
| 150 " " 160 | 211.9 | 7.4 | 29.8 | 146.0 | 9.9 | 69.3 | 357.9 | 8.2 | 43.1 |
| 160 " " 170 | 217.6 | 7.6 | 37.3 | 105.1 | 7.1 | 76.4 | 322.7 | 7.4 | 50.5 |
| 170 " " 180 | 208.0 | 7.2 | 44.5 | 73.7 | 5.0 | 81.4 | 281.7 | 6.5 | 57.0 |
| 180 " " 190 | 189.3 | 6.6 | 51.1 | 56.9 | 3.9 | 85.3 | 246.2 | 5.7 | 62.7 |
| 190 " " 200 | 178.1 | 6.2 | 57.3 | 44.3 | 3.0 | 88.3 | 222.4 | 5.1 | 67.8 |
| 200 " " 210 | 160.6 | 5.6 | 62.9 | 38.8 | 2.6 | 90.9 | 199.4 | 4.6 | 72.4 |
| 210 " " 220 | 142.1 | 4.9 | 67.8 | 30.8 | 2.1 | 93.0 | 172.9 | 4.0 | 76.3 |
| 220 " " 230 | 120.5 | 4.2 | 72.0 | 20.7 | 1.4 | 94.4 | 141.1 | 3.2 | 79.6 |
| 230 " " 240 | 105.8 | 3.7 | 75.7 | 19.3 | 1.3 | 95.7 | 125.0 | 2.9 | 82.5 |
| 240 " " 250 | 89.4 | 3.1 | 78.8 | 15.8 | 1.1 | 96.8 | 105.1 | 2.4 | 84.9 |
| 250 " " 260 | 83.6 | 2.9 | 81.7 | 9.8 | 0.7 | 97.4 | 93.4 | 2.1 | 87.0 |
| 260 " " 270 | 73.6 | 2.6 | 84.3 | 9.3 | 0.6 | 98.1 | 82.9 | 1.9 | 88.9 |
| 270 " " 280 | 57.3 | 2.0 | 86.2 | (c)11.8 | 0.8 | 98.9 | 63.7 | 1.5 | 90.4 |
| 280 " " 290 | 47.3 | 1.6 | 87.9 | | | | 52.7 | 1.2 | 91.6 |
| 290 " " 300 | 48.3 | 1.7 | 89.6 | | | | 51.1 | 1.2 | 92.8 |
| 300 " " 320 | 77.5 | 2.7 | 92.3 | (c)16.7 | 1.1 | 100.0 | 83.4 | 1.9 | 94.7 |
| 320 " " 340 | 49.0 | 1.7 | 94.0 | | | | 51.1 | 1.2 | 95.9 |
| 340 " " 360 | 48.3 | 1.7 | 95.6 | | | | 50.3 | 1.2 | 97.0 |
| 360 " " 380 | 29.6 | 1.0 | 96.7 | | | | 31.1 | 0.7 | 97.7 |
| 380 " " 400 | 23.0 | 0.8 | 97.5 | | | | 23.7 | 0.5 | 98.3 |
| 400 " " 450 | 32.4 | 1.1 | 98.6 | | | | 33.6 | 0.8 | 99.1 |
| 450 " " 500 | 17.7 | 0.6 | 99.2 | | | | 18.0 | 0.4 | 99.5 |
| 500 and over | 22.8 | 0.8 | 100.0 | | | | 23.1 | 0.5 | 100.0 |
| Total | 2,878.3 | 100.0 | .. | 1,473.0 | 100.0 | .. | 4,351.4 | 100.0 | .. |
| — dollars — | | | | | | | | | |
| Median earnings | 188.30 | .. | .. | 141.30 | .. | .. | 169.30 | .. | .. |
| Mean earnings | 201.10 | .. | .. | 138.10 | .. | .. | 179.80 | .. | .. |

(a) Full-time and part-time employees, including managerial, etc. staff. See paragraph 4, page 1 for particulars of employees excluded from the survey. (b) For definitions see page 2. (c) Although individual figures can be derived by deduction, they have not been shown separately as they are subject to sampling variability too high for most practical uses. See paragraphs 18-22.

TABLE 2. FULL-TIME NON-MANAGERIAL EMPLOYEES :
WEEKLY EARNINGS, AUSTRALIA, MAY 1977 (a)

| | Males | | | Females | | |
|------------------------|-------------------------------|----------------------|------------------------------------|-------------------------------|----------------------|------------------------------------|
| | Number (^{'000}) | Per cent of total | Cumulative per cent of total | Number (^{'000}) | Per cent of total | Cumulative per cent of total |
| AGED 21 YEARS AND OVER | | | | | | |
| Weekly earnings (\$) - | | | | | | |
| Under 80 | 14.7 | 0.7 | 0.7 | 12.2 | 1.3 | 1.3 |
| 80 and under 100 | 12.0 | 0.6 | 1.2 | 12.9 | 1.4 | 2.7 |
| 100 " " 110 | 10.4 | 0.5 | 1.7 | 11.3 | 1.2 | 4.0 |
| 110 " " 120 | 13.3 | 0.6 | 2.4 | 30.3 | 3.3 | 7.3 |
| 120 " " 130 | 38.4 | 1.8 | 4.2 | 71.7 | 7.8 | 15.0 |
| 130 " " 140 | 92.8 | 4.3 | 8.5 | 104.7 | 11.4 | 26.4 |
| 140 " " 150 | 152.7 | 7.1 | 15.6 | 143.3 | 15.6 | 42.0 |
| 150 " " 160 | 193.9 | 9.1 | 24.7 | 134.0 | 14.6 | 56.6 |
| 160 " " 170 | 204.9 | 9.6 | 34.3 | 97.4 | 10.6 | 67.2 |
| 170 " " 180 | 195.7 | 9.2 | 43.5 | 66.2 | 7.2 | 74.4 |
| 180 " " 190 | 174.4 | 8.2 | 51.6 | 51.3 | 5.6 | 79.9 |
| 190 " " 200 | 164.3 | 7.7 | 59.3 | 41.5 | 4.5 | 84.4 |
| 200 " " 210 | 143.2 | 6.7 | 66.0 | 34.3 | 3.7 | 88.2 |
| 210 " " 220 | 123.9 | 5.8 | 71.8 | 29.3 | 3.2 | 91.3 |
| 220 " " 230 | 98.5 | 4.6 | 76.5 | 18.3 | 2.0 | 93.3 |
| 230 " " 240 | 81.3 | 3.8 | 80.3 | 17.0 | 1.9 | 95.2 |
| 240 " " 260 | 128.0 | 6.0 | 86.3 | 21.7 | 2.4 | 97.5 |
| 260 " " 280 | 93.6 | 4.4 | 90.6 | 12.6 | 1.4 | 98.9 |
| 280 " " 300 | 62.9 | 2.9 | 93.6 | | | |
| 300 " " 320 | 44.2 | 2.1 | 95.6 | | | |
| 320 " " 340 | 25.6 | 1.2 | 96.8 | | | |
| 340 " " 360 | 22.5 | 1.1 | 97.9 | | | |
| 360 " " 380 | 12.5 | 0.6 | 98.5 | 10.1 | 1.1 | 100.0 |
| 380 " " 400 | 9.9 | 0.5 | 99.0 | | | |
| 400 " " 450 | 11.4 | 0.5 | 99.5 | | | |
| 450 and over | 11.0 | 0.5 | 100.0 | | | |
| Total | 2,136.0 | 100.0 | .. | 920.0 | 100.0 | .. |
| - dollars - | | | | | | |
| Median earnings | 188.30 | .. | .. | 155.50 | .. | .. |
| Mean earnings | 200.40 | .. | .. | 162.70 | .. | .. |
| AGED UNDER 21 YEARS | | | | | | |
| Weekly earnings (\$) - | | | | | | |
| Under 60 | 12.9 | 5.2 | 5.2 | 20.3 | 8.9 | 8.9 |
| 60 and under 70 | 16.7 | 6.7 | 12.0 | | | |
| 70 " " 80 | 18.7 | 7.6 | 19.5 | 19.1 | 8.4 | 17.3 |
| 80 " " 90 | 23.9 | 9.6 | 29.2 | 23.9 | 10.4 | 27.7 |
| 90 " " 100 | 20.5 | 8.3 | 37.5 | 27.5 | 12.1 | 39.8 |
| 100 " " 110 | 20.4 | 8.2 | 45.7 | 26.4 | 11.5 | 51.3 |
| 110 " " 120 | 23.8 | 9.6 | 55.3 | 30.5 | 13.3 | 64.6 |
| 120 " " 130 | 22.6 | 9.1 | 64.4 | 26.8 | 11.7 | 76.4 |
| 130 " " 140 | 21.8 | 8.8 | 73.2 | 18.9 | 8.3 | 84.6 |
| 140 " " 150 | 16.5 | 6.7 | 79.9 | 12.2 | 5.3 | 89.9 |
| 150 " " 160 | 13.9 | 5.6 | 85.5 | 8.2 | 3.6 | 93.5 |
| 160 " " 180 | 16.4 | 6.6 | 92.2 | | | |
| 180 " " 200 | 9.7 | 3.9 | 96.1 | 14.8 | 6.5 | 100.0 |
| 200 and over | 9.7 | 3.9 | 100.0 | | | |
| Total | 247.4 | 100.0 | .. | 228.6 | 100.0 | .. |
| - dollars - | | | | | | |
| Median earnings | 114.50 | .. | .. | 108.90 | .. | .. |
| Mean earnings | 117.80 | .. | .. | 110.30 | .. | .. |

(a) For definitions see page 2.

TABLE 3. FULL-TIME NON-MANAGERIAL EMPLOYEES PAID FOR A FULL WEEK (a) :
WEEKLY EARNINGS, AUSTRALIA, MAY 1977 (b)

| | Males | | | Females | | |
|------------------------|------------------|----------------------|------------------------------------|------------------|----------------------|------------------------------------|
| | Number ('000) | Per cent of total | Cumulative per cent of total | Number ('000) | Per cent of total | Cumulative per cent of total |
| AGED 21 YEARS AND OVER | | | | | | |
| Weekly earnings (\$) - | | | | | | |
| Under 110 | 8.1 | 0.4 | 0.4 | 12.7 | 1.5 | 1.5 |
| 110 and under 120 | 32.4 | 1.6 | 2.0 | 23.6 | 2.7 | 4.2 |
| 120 " " 130 | | | | 64.9 | 7.5 | 11.7 |
| 130 " " 140 | 84.5 | 4.2 | 6.2 | 99.5 | 11.5 | 23.2 |
| 140 " " 150 | 141.7 | 7.1 | 13.3 | 138.6 | 16.0 | 39.2 |
| 150 " " 160 | 183.5 | 9.2 | 22.5 | 131.4 | 15.2 | 54.4 |
| 160 " " 170 | 196.2 | 9.8 | 32.3 | 95.7 | 11.1 | 65.5 |
| 170 " " 180 | 189.2 | 9.4 | 41.7 | 65.4 | 7.6 | 73.0 |
| 180 " " 190 | 170.0 | 8.5 | 50.2 | 50.6 | 5.8 | 78.9 |
| 190 " " 200 | 159.4 | 8.0 | 58.2 | 41.0 | 4.7 | 83.6 |
| 200 " " 210 | 139.1 | 6.9 | 65.1 | 33.4 | 3.9 | 87.5 |
| 210 " " 220 | 120.0 | 6.0 | 71.1 | 29.2 | 3.4 | 90.9 |
| 220 " " 230 | 95.6 | 4.8 | 75.9 | 18.1 | 2.1 | 93.0 |
| 230 " " 240 | 78.7 | 3.9 | 79.8 | 17.0 | 2.0 | 94.9 |
| 240 " " 260 | 123.5 | 6.2 | 86.0 | 21.4 | 2.5 | 97.4 |
| 260 " " 280 | 90.7 | 4.5 | 90.5 | 12.5 | 1.4 | 98.8 |
| 280 " " 300 | 60.2 | 3.0 | 93.5 | | | |
| 300 " " 320 | 42.5 | 2.1 | 95.6 | | | |
| 320 " " 340 | 23.9 | 1.2 | 96.8 | | | |
| 340 " " 360 | 21.4 | 1.1 | 97.9 | | | |
| 360 " " 380 | 11.8 | 0.6 | 98.5 | 10.1 | 1.2 | 100.0 |
| 380 " " 400 | 9.5 | 0.5 | 99.0 | | | |
| 400 " " 450 | 10.8 | 0.5 | 99.5 | | | |
| 450 and over | 10.1 | 0.5 | 100.0 | | | |
| Total | 2,002.8 | 100.0 | .. | 865.2 | 100.0 | .. |
| - dollars - | | | | | | |
| Median earnings | 189.80 | .. | .. | 157.10 | .. | .. |
| Mean earnings | 203.00 | .. | .. | 165.80 | .. | .. |
| AGED UNDER 21 YEARS | | | | | | |
| Weekly earnings (\$) - | | | | | | |
| Under 60 | 8.8 | 3.9 | 3.9 | 17.6 | 8.1 | 8.1 |
| 60 and under 70 | 14.9 | 6.6 | 10.4 | 17.8 | 8.2 | 16.3 |
| 70 " " 80 | 17.0 | 7.5 | 17.9 | 22.8 | 10.4 | 26.7 |
| 80 " " 90 | 22.3 | 9.8 | 27.7 | 26.3 | 12.1 | 38.8 |
| 90 " " 100 | 18.5 | 8.2 | 35.9 | 25.6 | 11.7 | 50.5 |
| 100 " " 110 | 19.1 | 8.4 | 44.3 | 29.2 | 13.4 | 63.9 |
| 110 " " 120 | 21.6 | 9.5 | 53.8 | 25.9 | 11.9 | 75.8 |
| 120 " " 130 | 21.5 | 9.4 | 63.3 | 18.5 | 8.5 | 84.3 |
| 130 " " 140 | 20.6 | 9.1 | 72.3 | 11.8 | 5.4 | 89.7 |
| 140 " " 150 | 15.6 | 6.8 | 79.2 | 7.8 | 3.6 | 93.3 |
| 150 " " 160 | 12.9 | 5.7 | 84.9 | | | |
| 160 " " 180 | 15.7 | 6.9 | 91.8 | | | |
| 180 " " 200 | 9.6 | 4.2 | 96.0 | 14.6 | 6.7 | 100.0 |
| 200 and over | 9.1 | 4.0 | 100.0 | | | |
| Total | 227.2 | 100.0 | .. | 218.0 | 100.0 | .. |
| - dollars - | | | | | | |
| Median earnings | 116.00 | .. | .. | 109.60 | .. | .. |
| Mean earnings | 119.60 | .. | .. | 111.20 | .. | .. |

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work. Employees in the lower earnings ranges mainly comprise persons on less than full pay (e.g., on long service leave or sick leave with half pay) at the time of the survey. (b) For definitions see page 2.

TABLE 4. COMPOSITION OF AVERAGE WEEKLY EARNINGS FULL-TIME NON-MANAGERIAL EMPLOYEES :
INDUSTRIES, AUSTRALIA, MAY 1977 (a)

| Industry | AGED 21 YEARS AND OVER | | | AGED UNDER 21 YEARS | | | | |
|---|------------------------|---------------|--------|---------------------|---------------|--------|--------|---------|
| | Males | | | Females | | | Males | Females |
| | Overtime | Ordinary time | Total | Overtime | Ordinary time | Total | Total | Total |
| | | | | | | | | |
| Manufacturing – | | | | | | | | |
| Food, beverages and tobacco | 22.70 | 163.90 | 186.60 | 5.70 | 142.20 | 147.90 | 127.00 | 110.10 |
| Textiles; clothing and footwear | 15.20 | 161.70 | 176.80 | 3.60 | 135.40 | 139.10 | 111.10 | 103.20 |
| Paper, printing, etc. | 19.50 | 187.30 | 206.80 | * | 143.90 | 148.00 | 113.40 | 104.10 |
| Chemical, petroleum and coal products | 21.00 | 182.80 | 203.80 | 4.20 | 150.20 | 154.40 | 123.20 | 112.80 |
| Metal products, machinery and equipment – | | | | | | | | |
| Basic metal products | 23.70 | 183.70 | 207.40 | * | 153.40 | 157.70 | 135.90 | 112.90 |
| Fabricated metal products; other machinery, etc. | 21.10 | 164.00 | 185.00 | 4.10 | 138.40 | 142.50 | 102.70 | 99.90 |
| Transport equipment | 15.10 | 170.40 | 185.60 | * | 139.70 | 144.50 | 115.10 | 120.30 |
| Total metal products, etc. | 19.60 | 170.30 | 189.90 | 4.30 | 139.80 | 144.10 | 112.90 | 104.80 |
| Other | 24.00 | 163.30 | 187.30 | 3.20 | 137.40 | 140.60 | 109.00 | 100.40 |
| Total manufacturing | 20.80 | 169.50 | 190.30 | 4.20 | 139.70 | 143.80 | 114.60 | 105.20 |
| Non-manufacturing – | | | | | | | | |
| Mining | 52.10 | 228.60 | 280.70 | * | 175.50 | 186.80 | 176.70 | 118.80 |
| Electricity, gas and water | 16.00 | 197.90 | 214.00 | * | 164.30 | 166.70 | 126.40 | 119.10 |
| Construction | 17.10 | 181.10 | 198.30 | * | 156.00 | 157.30 | 128.00 | 105.00 |
| Wholesale trade | 11.70 | 171.20 | 182.90 | 2.70 | 148.40 | 151.20 | 112.40 | 108.50 |
| Retail trade | 9.10 | 163.20 | 172.30 | 2.10 | 142.40 | 144.50 | 102.10 | 95.60 |
| Transport and storage; communication | 24.10 | 190.40 | 214.50 | 6.00 | 163.20 | 169.20 | 127.00 | 124.50 |
| Finance, business services | 5.80 | 189.10 | 194.90 | 1.60 | 159.70 | 161.30 | 116.10 | 107.50 |
| Public administration and defence; community services | 8.40 | 208.30 | 216.80 | 2.20 | 181.90 | 184.10 | 129.30 | 126.00 |
| Other | 12.60 | 166.10 | 178.70 | * | 144.60 | 150.30 | 126.10 | 111.20 |
| Total non-manufacturing | 15.60 | 189.60 | 205.20 | 2.70 | 166.60 | 169.30 | 119.60 | 111.10 |
| Total all industries | 17.30 | 183.20 | 200.40 | 3.10 | 159.50 | 162.70 | 117.80 | 110.30 |

(a) For definitions see page 2.

* Subject to sampling variability too high for most practical uses. See paragraphs 18-23.

TABLE 5. COMPOSITION OF AVERAGE WEEKLY HOURS PAID FOR FULL-TIME NON-MANAGERIAL EMPLOYEES:
INDUSTRIES, AUSTRALIA, MAY 1977 (a)

| Industry | AGED 21 YEARS AND OVER | | | AGED UNDER 21 YEARS | | | | |
|---|------------------------|---------------|-------|---------------------|---------------|-------|-------|---------|
| | Males | | | Females | | | Males | Females |
| | Overtime | Ordinary time | Total | Overtime | Ordinary time | Total | Total | Total |
| | | | | | | | | |
| Manufacturing – | | | | | | | | |
| Food, beverages and tobacco | 3.4 | 38.3 | 41.8 | 1.0 | 38.0 | 39.0 | 40.6 | 39.1 |
| Textiles; clothing and footwear | 2.5 | 39.3 | 41.8 | 0.7 | 38.3 | 39.0 | 38.3 | 38.6 |
| Paper, printing, etc. | 2.6 | 39.3 | 41.9 | 0.7 | 38.1 | 38.9 | 40.0 | 39.1 |
| Chemical, petroleum and coal products | 2.8 | 38.6 | 41.4 | 0.7 | 38.1 | 38.7 | 40.6 | 38.6 |
| Metal products, machinery and equipment – | | | | | | | | |
| Basic metal products | 3.4 | 39.1 | 42.5 | 0.7 | 38.6 | 39.3 | 40.4 | 39.0 |
| Fabricated metal products; other machinery, etc. | 3.2 | 38.9 | 42.1 | 0.8 | 38.4 | 39.2 | 39.9 | 38.5 |
| Transport equipment | 2.1 | 38.6 | 40.7 | 0.9 | 37.2 | 38.1 | 40.0 | 39.6 |
| Total metal products, etc. | 2.9 | 38.8 | 41.7 | 0.8 | 38.2 | 38.9 | 40.0 | 38.7 |
| Other | 3.8 | 39.1 | 42.9 | 0.6 | 38.5 | 39.1 | 40.1 | 39.2 |
| Total manufacturing | 3.1 | 38.8 | 41.9 | 0.8 | 38.2 | 39.0 | 40.1 | 38.9 |
| Non-manufacturing – | | | | | | | | |
| Mining | 6.4 | 36.5 | 42.9 | * | 38.3 | 40.0 | 41.3 | 39.2 |
| Electricity, gas and water | 2.1 | 38.9 | 41.0 | * | 37.0 | 37.3 | 39.4 | 37.7 |
| Construction | 2.4 | 39.3 | 41.7 | * | 37.4 | 37.6 | 39.9 | 37.8 |
| Wholesale trade | 1.7 | 38.9 | 40.6 | 0.5 | 37.6 | 38.1 | 40.5 | 39.0 |
| Retail trade | 1.5 | 39.6 | 41.2 | 0.4 | 38.9 | 39.2 | 40.9 | 39.7 |
| Transport and storage; communication | 3.2 | 38.2 | 41.5 | 0.9 | 36.7 | 37.7 | 40.1 | 38.5 |
| Finance, business services | 0.8 | 38.5 | 39.3 | 0.2 | 37.3 | 37.6 | 39.1 | 38.1 |
| Public administration and defence; community services | 1.1 | 37.9 | 38.9 | 0.3 | 37.4 | 37.7 | 38.1 | 38.6 |
| Other | 2.1 | 39.3 | 41.4 | 1.0 | 37.1 | 38.1 | 41.1 | 40.2 |
| Total non-manufacturing | 2.1 | 38.5 | 40.7 | 0.4 | 37.5 | 37.9 | 40.0 | 38.8 |
| Total all industries | 2.4 | 38.6 | 41.1 | 0.5 | 37.7 | 38.2 | 40.0 | 38.8 |

(a) For definitions see page 2.

* Subject to sampling variability too high for most practical uses. See paragraphs 18-23.

TABLE 6. AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1977 (a)
(\\$)

| State or Territory | Males | | | Females | | |
|------------------------------|----------|---------------|--------|----------|---------------|--------|
| | Overtime | Ordinary time | Total | Overtime | Ordinary time | Total |
| AGED 21 YEARS AND OVER | | | | | | |
| New South Wales | 18.20 | 184.80 | 202.90 | 3.60 | 156.00 | 159.70 |
| Victoria | 17.80 | 182.30 | 200.20 | 2.90 | 159.30 | 162.20 |
| Queensland | 16.10 | 179.90 | 196.00 | 2.80 | 161.80 | 164.60 |
| South Australia | 11.60 | 180.40 | 191.90 | 2.20 | 161.40 | 163.60 |
| Western Australia | 22.50 | 181.10 | 203.60 | 2.40 | 161.70 | 164.10 |
| Tasmania | 13.50 | 182.60 | 196.10 | * | 161.40 | 164.00 |
| Northern Territory | 20.50 | 206.70 | 227.20 | * | 184.50 | 191.00 |
| Australian Capital Territory | 12.20 | 214.30 | 226.50 | 4.40 | 176.90 | 181.30 |
| Australia | 17.30 | 183.20 | 200.40 | 3.10 | 159.50 | 162.70 |
| AGED UNDER 21 YEARS | | | | | | |
| New South Wales | 5.80 | 113.10 | 118.80 | 2.20 | 110.40 | 112.60 |
| Victoria | 5.50 | 111.90 | 117.30 | 2.10 | 110.80 | 112.90 |
| Queensland | 6.40 | 113.20 | 119.60 | 1.30 | 102.90 | 104.20 |
| South Australia | 6.30 | 106.70 | 113.00 | 2.00 | 106.00 | 107.90 |
| Western Australia | * | 108.20 | 114.20 | 1.60 | 102.00 | 103.60 |
| Tasmania | * | 112.50 | 120.70 | * | 103.80 | 105.00 |
| Northern Territory | * | 121.30 | 146.70 | * | * | * |
| Australian Capital Territory | * | 122.40 | 133.80 | 2.30 | 126.90 | 129.10 |
| Australia | 6.10 | 111.70 | 117.80 | 1.90 | 108.40 | 110.30 |

(a) For definitions see page 2. * Subject to sampling variability too high for most practical uses. See paragraphs 18-23.

TABLE 7. AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1977 (a)

| State or Territory | Males | | | Females | | |
|------------------------------|----------------|---------------------|-------------|----------------|---------------------|-------------|
| | Overtime hours | Ordinary time hours | Total hours | Overtime hours | Ordinary time hours | Total hours |
| AGED 21 YEARS AND OVER | | | | | | |
| New South Wales | 2.5 | 38.5 | 41.1 | 0.6 | 37.5 | 38.1 |
| Victoria | 2.6 | 38.7 | 41.2 | 0.5 | 37.8 | 38.3 |
| Queensland | 2.2 | 38.6 | 40.8 | 0.4 | 37.8 | 38.2 |
| South Australia | 1.6 | 39.1 | 40.7 | 0.4 | 37.9 | 38.2 |
| Western Australia | 3.1 | 38.7 | 41.8 | 0.4 | 38.1 | 38.5 |
| Tasmania | 1.8 | 39.0 | 40.9 | * | 37.8 | 38.2 |
| Northern Territory | 2.8 | 38.0 | 40.8 | * | 37.5 | 38.3 |
| Australian Capital Territory | 1.6 | 37.7 | 39.4 | 0.6 | 36.8 | 37.4 |
| Australia | 2.4 | 38.6 | 41.1 | 0.5 | 37.7 | 38.2 |
| AGED UNDER 21 YEARS | | | | | | |
| New South Wales | 1.2 | 38.6 | 39.9 | 0.5 | 38.3 | 38.8 |
| Victoria | 1.2 | 38.6 | 39.8 | 0.5 | 38.3 | 38.8 |
| Queensland | 1.3 | 38.8 | 40.1 | 0.3 | 38.5 | 38.8 |
| South Australia | 1.4 | 38.9 | 40.3 | 0.5 | 38.4 | 38.9 |
| Western Australia | 1.2 | 39.1 | 40.4 | 0.4 | 38.6 | 39.0 |
| Tasmania | 1.4 | 39.1 | 40.4 | * | 38.4 | 38.8 |
| Northern Territory | 4.9 | 38.6 | 43.5 | * | 36.6 | 36.9 |
| Australian Capital Territory | 2.5 | 37.8 | 40.3 | 0.4 | 37.7 | 38.1 |
| Australia | 1.3 | 38.7 | 40.0 | 0.4 | 38.4 | 38.8 |

(a) For definitions see page 2. * Subject to sampling variability too high for most practical uses. See paragraphs 18-23.